

GOVERNMENT OF TELANGANA

ABSTRACT

Minimum Wages – The Minimum Wages Act, 1948 (Central Act XI of 1948) – Revision of minimum rates of wages in the Employment in “**ANY TANNERIES AND LEATHER MANUFACTURING**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING AND FACTORIES (LABOUR-I) DEPARTMENT

G.O.Rt.No. 106

Dated: 29-01-2024.

Read the following:

1. G.O.Ms.No.38, Labour, Employment, Training and Factories (Lab.II) Department Dt.31.03.2009, Published in Gazette No.25, Dt. 22.01.2010.
2. From the Director of Labour, Telangana, Hyderabad, Lr.No.DOL-H1/MW/1/2024-H Section, dt: 29.01.2024.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette Dated:30.01.2024.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Director of Labour, Telangana, Hyderabad.

The Director of Labour, Telangana, Hyderabad.

All District Collectors, through Director of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:-

The Spl. Secy. to C.M.

The Law (B) Department.

Sf/Sc

//FORWARDED:: BY ORDER//

SECTION OFFICER

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**PRELIMINARY NOTIFICATION**

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification, payable to the each category of employees, specified in the corresponding entry in column (2) thereof and employed in the employment in “**ANY TANNERIES AND LEATHER MANUFACTURING**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that, any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

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**ANNEXURE**

(to G.O.Rt.No.106, LET&F (Lab-I) Dept., Dated: 29.01.2024)

**SCHEDULE**

| Name of the Employment: I. ANY TANNERIES AND LEATHER MANUFACTURING |                            |                           |                           |  |  |
|--|----------------------------|---------------------------|---------------------------|--|--|
| Sl. No.  | Name of the Category       |                           |                           | Basic Wage proposed in the draft notification at 1768 CPI points | Cost of living allowance to be paid per each point of increase ( in Rs.) |
| (1)  | (2)                        |                           |                           | (3)  | (4)  |
|  |                            | UNIT OF WORK              |                           |  |  |
|  |                            | GOAT SKIN                 | SHEEP SKIN                |  |  |
| 1  | Soaking                    | 200                       | 200                       | 386.28   | 0.22   |
| 2  | Bandam (Painting)          | 200                       | 200                       | 386.28   | 0.22   |
| 3  | Mudicar (Unhairing)        | 150                       | 150                       | 386.28   | 0.22   |
| 4  | Challa (Fleshing)          | 60                        | 60                        | 386.28   | 0.22   |
| 5  | Madchal (Scudding)         | 12                        | 16                        | 386.28   | 0.22   |
|  |                            | (6 Scudding & 6 Fleshing) | (8 Scudding & 8 Fleshing) |  |  |
| 6  | Aurkam (First Beaming)     | 60                        | 80                        | 386.28   | 0.22   |
| 7  | Pattaship (Second Beaming) | 100                       | 100                       | 386.28   | 0.22   |
| 8  | Kadakship (Myrobing)       | 100                       | 100                       | 386.28   | 0.22   |
| 9  | Tolship (Oiling)           | 100                       | 100                       | 386.28   | 0.22   |
| 10   | Ghota (Hand setting)       | 100                       | 100                       | 386.28   | 0.22   |
| 11   | Trimmer                    | 50                        | 50                        | 386.28   | 0.22   |
| 12   | Round cutting              | 100                       | 100                       | 386.28   | 0.22   |
| 13   | Chouka (Picking of wood)   | 100                       | 100                       | 386.28   | 0.22   |

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| II.MINIMUM WAGES FOR WORKERS EMPLOYED IN TANNERIES PRODUCING<br>BUFFALOW/ COW AND CALF HIDES THROUGHOUT TELANGANA |  |  |  |   |  |   |
|---|--|--|--|---|--|---|
| Sl.No.  | Name of the Category                             |  |  |   | Basic Wage proposed in the draft notification at 1768 CPI points | Cost of living allowance to be paid per each point of increase (in Rs.) |
| (1)   | (2)  |  |  |   | (3)  | (4)   |
|   |  | UNIT OF WORK   |  |   |  |   |
|   |  | Buffalow   | Cow Hide   | Calf Hide   |  |   |
| 1   | Soaking  | 25<br>(Weighing 410 Kgs to 455 Kgs)                  | 50<br>(Weighing 410 Kgs to 455 Kgs)                | 100<br>(Weighing 410 Kgs to 455 Kgs)                | 386.28   | 0.22  |
| 2   | Dehairing  | 20<br>8 1/3 (100 to 12 Uts)                          | 40<br>16 1/3 (100 to 6 Uts)                        | 80<br>33 1/3 (100 to 3 Uts)                         | 386.28   | 0.22  |
| 3   | Fleshing   |  |  |   | 386.28   | 0.22  |
| 4   | Challa (Shaving or Mudikar Fleshing)             | 5  | 10   | 20  | 386.28   | 0.22  |
| 5   | Charke   | 11 1/4   | 25   | 50  | 386.28   | 0.22  |
| 6   | Pattaships (Second)                              | 11 2/7   | 28 1/2   | 57  | 386.28   | 0.22  |
| 7   | Murkul (Squessing Beaming)                       | 33 1/3   | 66 2/3   |   | 386.28   | 0.22  |
| 8   | First Myrobolan                                  | 14 2/7   | 28 1/4   | 57  | 386.28   | 0.22  |
| 9   | Second Myrobolan                                 | 14 2/7   | 28 1/4   | 57  | 386.28   | 0.22  |
| 10  | Talship(Oiling)                                  | 10 1/4   | 21   | 42  | 386.28   | 0.22  |
| 11  | Augatla  | 25   | 50   | 100   | 386.28   | 0.22  |
| 12  | Ghota (Shipping of Glazing or Thana Hand setting | 6  | 10   | 20  | 386.28   | 0.22  |
| 13  | Trimming   | 50   | 100  | 200   | 386.28   | 0.22  |
| 14  | Linning (Handling)                               | 8 (Pits 1 Ut each unit containing 25 Buffalow Hides) | 8 (Pits 1 Ut each unit containing 50-40 Cow Hides) | 8 (Pits 1 Ut each unit containing 50-40 Calf Hides) | 386.28   | 0.22  |
| 15  | Bark Pits  | --do--   | --do--   | --do--  | 386.28   | 0.22  |
| 16  | Myrobolan Pits                                   | --do--   | --do--   | --do--  | 386.28   | 0.22  |
| 17  | Bundling   | --do--   | --do--   | --do--  | 386.28   | 0.22  |
| 18  | Unhairing  | ---  | ---  | ---   | 386.28   | 0.22  |
| 19  | Round cutting                                    | ---  | ---  | ---   | 386.28   | 0.22  |
| 20  | Chowka (Picking of-wool)                         | ---  | ---  | ---   | 386.28   | 0.22  |

| <b>Sl. No.</b> | <b>Name of the Category</b>  | <b>Basic Wage proposed in the draft notification at 1768 CPI points</b> | <b>Cost of living allowance to be paid per each point of increase (in Rs.)</b> |
|----------------|--|---|--|
| <b>(1)</b>     | <b>(2)</b>   | <b>(3)</b>  | <b>(4)</b>   |
| 1              | Manager  | 17568   | 9.94   |
| 2              | Assistant Manager/ Executive   | 16658   | 9.42   |
| 3              | General Foreman/ Electrical Engineer/Civil Engineer/ Technician  | 15984   | 9.04   |
| 4              | Foreman  | 15077   | 8.53   |
| 5              | Security Officer   | 14621   | 8.27   |
| 6              | Assistant Foreman/ Sorter  | 14386   | 8.14   |
| 7              | Senior Supervisor/ Supervisor Grade-A  | 14168   | 8.01   |
| 8              | Accountant/ Superintendent/ Senior Sales Assistant   | 13931   | 7.88   |
| 9              | Senior Assistant/ Supervisor Grade-B   | 13478   | 7.62   |
| 10             | Senior Dock Runner/ Boiler Operator  | 13258   | 7.50   |
| 11             | Electrician/ Machine Operator/ General Operator/ Welder/ Store Keeper                                  | 13022   | 7.37   |
| 12             | Supervisor Grade-C/ Clerk/ Computer Operator/ Fitter   | 12569   | 7.11   |
| 13             | Maistries  | 12349   | 6.98   |
| 14             | Trainee Supervisor/ Watchman/ Misc.workers/ Office Boy/ Helper/ Attender/ Sweepers/ Scavenger/ Cartman | 12023   | 6.80   |

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**COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

**NOTE:-**

1. One unit of work is too be guaranteed to every worker every day subject to minimum of Rs. 12023/- per month.
2. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
3. Where piece rate workers employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wages fixed for a genera worker being similar work, calculated on the basis of 8 hours a day.
4. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
5. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
6. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
7. For categories in the employment of Security Services and Safaikarmacharies, the minimum wages fixed/revised in the respective employments shall be applicable.

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT